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May 8, 2008

Duane Betournay, Director
Division of Child and Family Services
120 North 200 West
Salt Lake City, Utah 84103

Dear Duane,

I am writing to you as chair of the Salt Lake Valley Region Quality Improvement Committee. At our meeting last month, we had a discussion relating to the staff retention and turnover for SL Valley. The committee reviewed the annual report and identified the issue of retention as a concern. The question was raised regarding the possibility of instituting a career ladder system where employees that have been with the agency for an extended period of time would be eligible for additional pay.

I am aware that the issue of retention does not just affect the Salt Lake Valley Region and understand the Division is working on a retention plan. We would like to suggest that the Division look into the feasibility of implementing a career ladder system for the caseworkers statewide and also look at the potential for creative staffing with job sharing and part-time opportunities. Our committee would fully support any program to help retain employees.

We would hope that this would provide some incentive to workers to remain with the division for more years of service and enhance the care you provide to children and families with the additional experience these employees bring to their positions.

If you have any questions, please don't hesitate to contact me or we would be more than happy to have you attend our meeting to further discuss this issue.

Sincerely,

Chris Chytraus

Chris Chytraus, R.N., BSN, CPM
QIC Chair- SLV Region

cc: Lisa Michelle Church